

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2033  
Revision No.: 23  
Date of Last Revision: 05/28/2002

State: Arkansas

Area: Arkansas Counties of Baxter, Boone, Clay, Cleburne, Conway, Faulkner, Fulton, Garland, Greene, Hot Spring, Independence, Izard, Jackson, Lawrence, Lonoke, Marion, Monroe, Montgomery, Perry, Pope, Prairie, Pulaski, Randolph, Saline, Searcy, Sharp, Stone, Van Buren, White, Woodruff, Yell

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	9.96
Accounting Clerk II	11.12
Accounting Clerk III	12.63
Accounting Clerk IV	17.68
Court Reporter	11.14
Dispatcher, Motor Vehicle	15.71
Document Preparation Clerk	8.89
Duplicating Machine Operator	8.89
Film/Tape Librarian	10.23
General Clerk I	9.08
General Clerk II	9.23
General Clerk III	11.12
General Clerk IV	12.50
Housing Referral Assistant	11.27
Key Entry Operator I	11.34
Key Entry Operator II	14.38
Messenger (Courier)	8.53
Order Clerk I	8.13
Order Clerk II	10.72
Personnel Assistant (Employment) I	10.56
Personnel Assistant (Employment) II	11.87
Personnel Assistant (Employment) III	11.99
Personnel Assistant (Employment) IV	13.08
Production Control Clerk	13.94
Rental Clerk	10.23
Scheduler, Maintenance	10.23
Secretary I	10.23
Secretary II	10.23
Secretary III	11.27
Secretary IV	14.12
Secretary V	14.44

Service Order Dispatcher	15.55
Stenographer I	9.11
Stenographer II	11.04
Supply Technician	14.44
Survey Worker (Interviewer)	10.33
Switchboard Operator-Receptionist	9.50
Test Examiner	10.24
Test Proctor	10.24
Travel Clerk I	8.60
Travel Clerk II	9.36
Travel Clerk III	9.89
Word Processor I	11.24
Word Processor II	11.37
Word Processor III	12.70

**Automatic Data Processing Occupations**

Computer Data Librarian	8.47
Computer Operator I	11.43
Computer Operator II	14.01
Computer Operator III	16.19
Computer Operator IV	18.86
Computer Operator V	19.92
Computer Programmer I (1)	14.23
Computer Programmer II (1)	16.57
Computer Programmer III (1)	22.31
Computer Programmer IV (1)	26.77
Computer Systems Analyst I (1)	22.19
Computer Systems Analyst II (1)	26.84
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.43

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	15.87
Automotive Glass Installer	12.69
Automotive Worker	12.83
Electrician, Automotive	15.02
Mobile Equipment Servicer	11.33
Motor Equipment Metal Mechanic	14.32
Motor Equipment Metal Worker	12.83
Motor Vehicle Mechanic	14.87
Motor Vehicle Mechanic Helper	10.59
Motor Vehicle Upholstery Worker	12.69
Motor Vehicle Wrecker	12.83
Painter, Automotive	13.57
Radiator Repair Specialist	12.83
Tire Repairer	10.83
Transmission Repair Specialist	14.87

**Food Preparation and Service Occupations**

Baker	8.55
Cook I	7.49
Cook II	8.49
Dishwasher	6.63
Food Service Worker	7.85
Meat Cutter	11.68
Waiter/Waitress	6.57

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	13.42
Furniture Handler	10.37
Furniture Refinisher	13.42
Furniture Refinisher Helper	10.48
Furniture Repairer, Minor	11.95
Upholsterer	13.42

**General Services and Support Occupations**

Cleaner, Vehicles	8.13
Elevator Operator	8.27
Gardener	10.13
House Keeping Aid I	6.59
House Keeping Aid II	7.90
Janitor	7.09
Laborer, Grounds Maintenance	8.13
Maid or Houseman	6.59
Pest Controller	9.40
Refuse Collector	8.37
Tractor Operator	9.48
Window Cleaner	7.76

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.01
Licensed Practical Nurse I	10.59
Licensed Practical Nurse II	11.90
Licensed Practical Nurse III	13.31
Medical Assistant	10.10
Medical Laboratory Technician	12.95
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	8.11
Nursing Assistant II	9.40
Nursing Assistant III	10.25
Nursing Assistant IV	11.50
Pharmacy Technician	12.19
Phlebotomist	11.00
Registered Nurse I	17.01
Registered Nurse II	20.81
Registered Nurse II, Specialist	20.81

Registered Nurse III	25.18
Registered Nurse III, Anesthetist	25.18
Registered Nurse IV	28.46

**Information and Arts Occupations**

Audiovisual Librarian	18.68
Exhibits Specialist I	15.16
Exhibits Specialist II	17.04
Exhibits Specialist III	20.55
Illustrator I	15.16
Illustrator II	16.80
Illustrator III	20.55
Librarian	18.54
Library Technician	10.33
Photographer I	12.22
Photographer II	15.16
Photographer III	16.80
Photographer IV	20.55
Photographer V	24.85

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.26
Counter Attendant	7.26
Dry Cleaner	7.78
Finisher, Flatwork, Machine	7.26
Presser, Hand	7.26
Presser, Machine, Drycleaning	7.26
Presser, Machine, Shirts	7.26
Presser, Machine, Wearing Apparel, Laundry	7.026
Sewing Machine Operator	8.66
Tailor	8.82
Washer, Machine	7.86

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	14.37
Tool and Die Maker	17.50

**Material Handling and Packing Occupations**

Forklift Operator	10.33
Fuel Distribution System Operator	16.61
Material Coordinator	16.53
Material Expediter	16.53
Material Handling Laborer	8.85
Order Filler	9.42
Production Line Worker (Food Processing)	11.74
Shipping Packer	9.80
Shipping/Receiving Clerk	9.84
Stock Clerk (Shelf Stocker; Store Worker II)	10.53
Store Worker I	7.96

Tools and Parts Attendant	13.14
Warehouse Specialist	13.14

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	17.87
Aircraft Mechanic Helper	11.53
Aircraft Quality Control Inspector	15.59
Aircraft Servicer	13.15
Aircraft Worker	13.96
Appliance Mechanic	13.42
Bicycle Repairer	10.83
Cable Splicer	17.42
Carpenter, Maintenance	13.42
Carpet Layer	13.42
Electrician, Maintenance	15.22
Electronics Technician, Maintenance I	14.57
Electronics Technician, Maintenance II	17.63
Electronics Technician, Maintenance III	18.62
Fabric Worker	12.01
Fire Alarm System Mechanic	14.34
Fire Extinguisher Repairer	11.84
Fuel Distribution System Mechanic	16.30
General Maintenance Worker	12.69
Heating, Refrigeration and Air Conditioning Mechanic	15.34
Heavy Equipment Mechanic	14.17
Heavy Equipment Operator	14.08
Instrument Mechanic	15.09
Laborer	8.85
Locksmith	13.42
Machinery Maintenance Mechanic	16.02
Machinist, Maintenance	14.22
Maintenance Trades Helper	10.48
Millwright	15.62
Office Appliance Repairer	14.10
Painter, Aircraft	13.42
Painter, Maintenance	13.42
Pipefitter, Maintenance	15.95
Plumber, Maintenance	15.07
Pneudraulic Systems Mechanic	14.39
Rigger	14.39
Scale Mechanic	12.78
Sheet-Metal Worker, Maintenance	14.39
Small Engine Mechanic	12.69
Telecommunication Mechanic I	16.29
Telecommunication Mechanic II	17.11
Telephone Lineman	16.29
Welder, Combination, Maintenance	14.39
Well Driller	14.39
Woodcraft Worker	14.34

Woodworker	12.55
<b>Miscellaneous Occupations</b>	
Animal Caretaker	8.26
Carnival Equipment Operator	7.55
Carnival Equipment Repairer	8.07
Carnival Worker	6.29
Cashier	7.06
Desk Clerk	8.18
Embalmer	17.93
Lifeguard	9.42
Mortician	16.94
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.91
Recreation Specialist	11.33
Recycling Worker	10.25
Sales Clerk	8.78
School Crossing Guard (Crosswalk Attendant)	6.12
Sport Official	8.57
Survey Party Chief (Chief of Party)	15.73
Surveying Aide	10.41
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.30
Swimming Pool Operator	10.78
Vending Machine Attendant	8.91
Vending Machine Repairer	10.78
Vending Machine Repairer Helper	8.91
<b>Personal Needs Occupations</b>	
Child Care Attendant	8.46
Child Care Center Clerk	10.19
Chore Aid	8.26
Homemaker	13.76
<b>Plant and System Operation Occupations</b>	
Boiler Tender	15.09
Sewage Plant Operator	13.42
Stationary Engineer	15.09
Ventilation Equipment Tender	10.89
Water Treatment Plant Operator	13.42
<b>Protective Service Occupations</b>	
Alarm Monitor	9.78
Corrections Officer	11.70
Court Security Officer	12.33
Detention Officer	11.93
Firefighter	13.64
Guard I	7.73
Guard II	11.10
Police Officer	14.75

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	14.20
Hatch Tender	14.20
Line Handler	14.20
Stevedore I	13.38
Stevedore II	15.04

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	12.45
Archeological Technician II	13.91
Archeological Technician III	17.20
Cartographic Technician	23.15
Civil Engineering Technician	18.18
Computer Based Training (CBT) Specialist/ Instructor	29.33
Drafter I	12.75
Drafter II	16.58
Drafter III	17.89
Drafter IV	19.84
Engineering Technician I	11.91
Engineering Technician II	13.31
Engineering Technician III	16.71
Engineering Technician IV	18.53
Engineering Technician V	22.65
Engineering Technician VI	27.35
Environmental Technician	13.98
Flight Simulator/Instructor (Pilot)	26.08
Graphic Artist	16.30
Instructor	21.55
Laboratory Technician	13.51
Mathematical Technician	16.80
Paralegal/Legal Assistant I	13.00
Paralegal/Legal Assistant II	14.15
Paralegal/Legal Assistant III	14.47
Paralegal/Legal Assistant IV	16.59
Photooptics Technician	16.80
Technical Writer	22.08
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	13.00
Weather Observer, Senior (3)	15.13
Weather Observer, Upper Air (3)	13.00

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	11.59
Parking and Lot Attendant	6.64
Shuttle Bus Driver	9.73
Taxi Driver	9.44
Truckdriver, Heavy Truck	16.42
Truckdriver, Light Truck	11.83
Truckdriver, Medium Truck	13.94
Truckdriver, Tractor-Trailer	16.42

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.



**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*****Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2035  
Revision No.: 18  
Date of Last Revision: 05/28/2002

State: Arkansas

Area: Arkansas Counties of Arkansas, Ashley, Bradley, Calhoun, Chicot, Clark, Cleveland, Dallas, Desha, Drew, Grant, Jefferson, Lincoln, Ouachita, Phillips, Pike, Union

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	7.73
Accounting Clerk II	8.44
Accounting Clerk III	9.77
Accounting Clerk IV	10.92
Court Reporter	9.11
Dispatcher, Motor Vehicle	9.51
Document Preparation Clerk	7.25
Duplicating Machine Operator	7.25
Film/Tape Librarian	8.14
General Clerk I	5.64
General Clerk II	6.86
General Clerk III	9.00
General Clerk IV	10.10
Housing Referral Assistant	10.64
Key Entry Operator I	7.87
Key Entry Operator II	8.59
Messenger (Courier)	5.61
Order Clerk I	7.11
Order Clerk II	8.00
Personnel Assistant (Employment) I	7.25
Personnel Assistant (Employment) II	8.14
Personnel Assistant (Employment) III	9.11
Personnel Assistant (Employment) IV	10.64
Production Control Clerk	10.64
Rental Clerk	8.14
Scheduler, Maintenance	8.14
Secretary I	8.14
Secretary II	9.11
Secretary III	10.64
Secretary IV	11.28
Secretary V	12.54
Service Order Dispatcher	9.36

Stenographer I	9.12
Stenographer II	10.32
Supply Technician	11.28
Survey Worker (Interviewer)	9.11
Switchboard Operator-Receptionist	7.08
Test Examiner	9.11
Test Proctor	9.11
Travel Clerk I	8.60
Travel Clerk II	9.36
Travel Clerk III	9.89
Word Processor I	7.49
Word Processor II	8.75
Word Processor III	9.41

**Automatic Data Processing Occupations**

Computer Data Librarian	9.23
Computer Operator I	9.04
Computer Operator II	9.84
Computer Operator III	12.20
Computer Operator IV	16.65
Computer Operator V	18.06
Computer Programmer I (1)	15.74
Computer Programmer II (1)	16.17
Computer Programmer III (1)	19.51
Computer Programmer IV (1)	23.52
Computer Systems Analyst I (1)	15.14
Computer Systems Analyst II (1)	17.93
Computer Systems Analyst III (1)	20.63
Peripheral Equipment Operator	9.23

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	12.83
Automotive Glass Installer	11.46
Automotive Worker	11.46
Electrician, Automotive	12.83
Mobile Equipment Servicer	10.32
Motor Equipment Metal Mechanic	12.83
Motor Equipment Metal Worker	11.46
Motor Vehicle Mechanic	12.83
Motor Vehicle Mechanic Helper	9.44
Motor Vehicle Upholstery Worker	11.46
Motor Vehicle Wrecker	11.46
Painter, Automotive	12.16
Radiator Repair Specialist	11.46
Tire Repairer	9.79
Transmission Repair Specialist	12.83

**Food Preparation and Service Occupations**

Baker	12.67
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Cook I	11.06
Cook II	12.69
Dishwasher	8.11
Food Service Worker	8.11
Meat Cutter	12.69
Waiter/Waitress	9.20

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	12.16
Furniture Handler	9.44
Furniture Refinisher	12.16
Furniture Refinisher Helper	9.44
Furniture Repairer, Minor	10.72
Upholsterer	12.16

**General Services and Support Occupations**

Cleaner, Vehicles	8.11
Elevator Operator	8.11
Gardener	11.06
House Keeping Aid I	8.11
House Keeping Aid II	9.20
Janitor	8.11
Laborer, Grounds Maintenance	9.20
Maid or Houseman	7.27
Pest Controller	11.80
Refuse Collector	8.11
Tractor Operator	10.33
Window Cleaner	9.20

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	9.49
Licensed Practical Nurse II	10.64
Licensed Practical Nurse III	11.90
Medical Assistant	9.77
Medical Laboratory Technician	10.83
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	10.64
Registered Nurse I	15.57
Registered Nurse II	19.06
Registered Nurse II, Specialist	19.06
Registered Nurse III	23.06

Registered Nurse III, Anesthetist	23.06
Registered Nurse IV	27.62

**Information and Arts Occupations**

Audiovisual Librarian	16.31
Exhibits Specialist I	10.84
Exhibits Specialist II	12.76
Exhibits Specialist III	16.38
Illustrator I	10.84
Illustrator II	12.76
Illustrator III	16.38
Librarian	14.42
Library Technician	9.23
Photographer I	8.46
Photographer II	10.84
Photographer III	12.76
Photographer IV	16.38
Photographer V	17.34

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.27
Counter Attendant	6.27
Dry Cleaner	7.78
Finisher, Flatwork, Machine	6.27
Presser, Hand	6.27
Presser, Machine, Drycleaning	6.27
Presser, Machine, Shirts	6.27
Presser, Machine, Wearing Apparel, Laundry	6.27
Sewing Machine Operator	8.60
Tailor	9.15
Washer, Machine	7.04

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	12.16
Tool and Die Maker	14.86

**Material Handling and Packing Occupations**

Forklift Operator	10.56
Fuel Distribution System Operator	10.13
Material Coordinator	10.77
Material Expediter	10.77
Material Handling Laborer	7.45
Order Filler	8.98
Production Line Worker (Food Processing)	9.44
Shipping Packer	9.87
Shipping/Receiving Clerk	9.87
Stock Clerk (Shelf Stocker; Store Worker II)	10.46
Store Worker I	8.07
Tools and Parts Attendant	9.44

Warehouse Specialist	9.44
<b>Mechanics and Maintenance and Repair Occupations</b>	
Aircraft Mechanic	12.83
Aircraft Mechanic Helper	9.44
Aircraft Quality Control Inspector	15.56
Aircraft Servicer	10.76
Aircraft Worker	11.45
Appliance Mechanic	12.16
Bicycle Repairer	9.79
Cable Splicer	12.83
Carpenter, Maintenance	12.16
Carpet Layer	11.46
Electrician, Maintenance	14.27
Electronics Technician, Maintenance I	8.41
Electronics Technician, Maintenance II	13.63
Electronics Technician, Maintenance III	14.78
Fabric Worker	10.72
Fire Alarm System Mechanic	12.83
Fire Extinguisher Repairer	10.13
Fuel Distribution System Mechanic	12.83
General Maintenance Worker	11.46
Heating, Refrigeration and Air Conditioning Mechanic	13.38
Heavy Equipment Mechanic	12.83
Heavy Equipment Operator	12.83
Instrument Mechanic	12.83
Laborer	8.06
Locksmith	12.16
Machinery Maintenance Mechanic	12.83
Machinist, Maintenance	12.83
Maintenance Trades Helper	9.44
Millwright	12.83
Office Appliance Repairer	12.16
Painter, Aircraft	12.16
Painter, Maintenance	12.16
Pipefitter, Maintenance	14.74
Plumber, Maintenance	14.34
Pneudraulic Systems Mechanic	12.83
Rigger	12.83
Scale Mechanic	11.46
Sheet-Metal Worker, Maintenance	12.83
Small Engine Mechanic	11.46
Telecommunication Mechanic I	12.83
Telecommunication Mechanic II	13.51
Telephone Lineman	12.83
Welder, Combination, Maintenance	12.83
Well Driller	12.83
Woodcraft Worker	12.83
Woodworker	11.46

**Miscellaneous Occupations**

Animal Caretaker	9.59
Carnival Equipment Operator	10.33
Carnival Equipment Repairer	11.06
Carnival Worker	8.11
Cashier	6.44
Desk Clerk	6.91
Embalmer	16.57
Lifeguard	7.08
Mortician	16.57
Park Attendant (Aide)	8.89
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.16
Recreation Specialist	11.92
Recycling Worker	10.44
Sales Clerk	7.08
School Crossing Guard (Crosswalk Attendant)	8.11
Sport Official	7.08
Survey Party Chief (Chief of Party)	10.27
Surveying Aide	6.73
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.21
Swimming Pool Operator	11.18
Vending Machine Attendant	7.07
Vending Machine Repairer	8.69
Vending Machine Repairer Helper	7.43

**Personal Needs Occupations**

Child Care Attendant	6.91
Child Care Center Clerk	8.62
Chore Aid	7.27
Homemaker	9.58

**Plant and System Operation Occupations**

Boiler Tender	12.83
Sewage Plant Operator	13.09
Stationary Engineer	12.83
Ventilation Equipment Tender	9.52
Water Treatment Plant Operator	13.09

**Protective Service Occupations**

Alarm Monitor	9.25
Corrections Officer	11.87
Court Security Officer	12.36
Detention Officer	11.87
Firefighter	11.87
Guard I	8.86
Guard II	10.12
Police Officer	14.75



**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	11.45
Hatch Tender	11.45
Line Handler	11.45
Stevedore I	10.77
Stevedore II	12.12

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	9.20
Archeological Technician II	10.30
Archeological Technician III	12.76
Cartographic Technician	12.76
Civil Engineering Technician	12.76
Computer Based Training (CBT) Specialist/ Instructor	15.50
Drafter I	7.34
Drafter II	8.46
Drafter III	10.84
Drafter IV	12.76
Engineering Technician I	7.34
Engineering Technician II	8.46
Engineering Technician III	10.84
Engineering Technician IV	12.76
Engineering Technician V	16.38
Engineering Technician VI	17.34
Environmental Technician	12.76
Flight Simulator/Instructor (Pilot)	18.34
Graphic Artist	15.14
Instructor	15.50
Laboratory Technician	11.36
Mathematical Technician	12.76
Paralegal/Legal Assistant I	8.14
Paralegal/Legal Assistant II	11.28
Paralegal/Legal Assistant III	13.80
Paralegal/Legal Assistant IV	16.68
Photooptics Technician	12.76
Technical Writer	19.67
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	10.61
Weather Observer, Senior (3)	14.18
Weather Observer, Upper Air (3)	10.61

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	9.50
Parking and Lot Attendant	5.33
Shuttle Bus Driver	6.74
Taxi Driver	9.72
Truckdriver, Heavy Truck	9.60
Truckdriver, Light Truck	6.74
Truckdriver, Medium Truck	10.93
Truckdriver, Tractor-Trailer	11.47

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other

than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2037  
Revision No.: 23  
Date of Last Revision: 05/29/2002

State: Arkansas

Area: Arkansas Counties of Benton, Carroll, Crawford, Franklin, Johnson, Logan, Madison, Newton, Polk, Scott, Sebastian, Washington

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	8.87
Accounting Clerk II	11.27
Accounting Clerk III	14.86
Accounting Clerk IV	14.96
Court Reporter	10.94
Dispatcher, Motor Vehicle	12.11
Document Preparation Clerk	9.21
Duplicating Machine Operator	9.21
Film/Tape Librarian	8.57
General Clerk I	7.19
General Clerk II	8.08
General Clerk III	8.81
General Clerk IV	9.87
Housing Referral Assistant	12.48
Key Entry Operator I	8.86
Key Entry Operator II	10.15
Messenger (Courier)	7.03
Order Clerk I	8.68
Order Clerk II	10.60
Personnel Assistant (Employment) I	8.91
Personnel Assistant (Employment) II	10.18
Personnel Assistant (Employment) III	10.66
Personnel Assistant (Employment) IV	12.17
Production Control Clerk	15.03
Rental Clerk	9.11
Scheduler, Maintenance	9.40
Secretary I	9.40
Secretary II	10.94
Secretary III	12.48
Secretary IV	12.83
Secretary V	14.39
Service Order Dispatcher	10.42

Stenographer I	7.70
Stenographer II	8.63
Supply Technician	12.83
Survey Worker (Interviewer)	9.75
Switchboard Operator-Receptionist	8.08
Test Examiner	10.94
Test Proctor	10.94
Travel Clerk I	9.01
Travel Clerk II	9.80
Travel Clerk III	10.36
Word Processor I	8.23
Word Processor II	9.62
Word Processor III	10.73

**Automatic Data Processing Occupations**

Computer Data Librarian	12.25
Computer Operator I	11.70
Computer Operator II	13.94
Computer Operator III	16.05
Computer Operator IV	16.43
Computer Operator V	19.74
Computer Programmer I (1)	10.53
Computer Programmer II (1)	12.91
Computer Programmer III (1)	15.15
Computer Programmer IV (1)	18.51
Computer Systems Analyst I (1)	16.97
Computer Systems Analyst II (1)	19.79
Computer Systems Analyst III (1)	23.59
Peripheral Equipment Operator	11.58

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	13.61
Automotive Glass Installer	12.16
Automotive Worker	12.16
Electrician, Automotive	12.88
Mobile Equipment Servicer	10.76
Motor Equipment Metal Mechanic	13.59
Motor Equipment Metal Worker	12.16
Motor Vehicle Mechanic	13.59
Motor Vehicle Mechanic Helper	10.88
Motor Vehicle Upholstery Worker	11.44
Motor Vehicle Wrecker	12.19
Painter, Automotive	12.88
Radiator Repair Specialist	12.16
Tire Repairer	10.37
Transmission Repair Specialist	13.59

**Food Preparation and Service Occupations**

Baker	12.42
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Cook I	10.97
Cook II	12.42
Dishwasher	8.04
Food Service Worker	8.04
Meat Cutter	12.42
Waiter/Waitress	8.78

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	12.88
Furniture Handler	8.59
Furniture Refinisher	12.88
Furniture Refinisher Helper	10.02
Furniture Repairer, Minor	11.44
Upholsterer	13.62

**General Services and Support Occupations**

Cleaner, Vehicles	8.04
Elevator Operator	8.04
Gardener	10.97
House Keeping Aid I	7.19
House Keeping Aid II	8.04
Janitor	8.04
Laborer, Grounds Maintenance	8.78
Maid or Houseman	7.19
Pest Controller	11.70
Refuse Collector	9.25
Tractor Operator	10.24
Window Cleaner	8.78

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.32
Licensed Practical Nurse I	9.27
Licensed Practical Nurse II	10.41
Licensed Practical Nurse III	11.64
Medical Assistant	9.77
Medical Laboratory Technician	12.64
Medical Record Clerk	9.86
Medical Record Technician	13.66
Nursing Assistant I	7.25
Nursing Assistant II	8.15
Nursing Assistant III	8.89
Nursing Assistant IV	9.98
Pharmacy Technician	12.18
Phlebotomist	12.61
Registered Nurse I	14.84
Registered Nurse II	18.16
Registered Nurse II, Specialist	18.16
Registered Nurse III	21.98

Registered Nurse III, Anesthetist	21.98
Registered Nurse IV	26.33

**Information and Arts Occupations**

Audiovisual Librarian	16.67
Exhibits Specialist I	13.59
Exhibits Specialist II	17.07
Exhibits Specialist III	20.58
Illustrator I	13.59
Illustrator II	17.07
Illustrator III	20.58
Librarian	18.35
Library Technician	13.59
Photographer I	11.47
Photographer II	12.74
Photographer III	16.00
Photographer IV	19.45
Photographer V	23.53

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.69
Counter Attendant	7.69
Dry Cleaner	7.69
Finisher, Flatwork, Machine	7.69
Presser, Hand	7.69
Presser, Machine, Drycleaning	7.69
Presser, Machine, Shirts	7.69
Presser, Machine, Wearing Apparel, Laundry	7.69
Sewing Machine Operator	8.60
Tailor	9.36
Washer, Machine	8.46

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	12.88
Tool and Die Maker	15.78

**Material Handling and Packing Occupations**

Forklift Operator	10.67
Fuel Distribution System Operator	12.85
Material Coordinator	15.03
Material Expediter	15.03
Material Handling Laborer	8.69
Order Filler	9.01
Production Line Worker (Food Processing)	10.50
Shipping Packer	10.61
Shipping/Receiving Clerk	11.36
Stock Clerk (Shelf Stocker; Store Worker II)	10.92
Store Worker I	8.22
Tools and Parts Attendant	10.50



Warehouse Specialist	10.50
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**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	14.40
Aircraft Mechanic Helper	10.50
Aircraft Quality Control Inspector	15.17
Aircraft Servicer	12.06
Aircraft Worker	12.83
Appliance Mechanic	12.88
Bicycle Repairer	10.37
Cable Splicer	17.19
Carpenter, Maintenance	14.14
Carpet Layer	12.16
Electrician, Maintenance	14.20
Electronics Technician, Maintenance I	12.58
Electronics Technician, Maintenance II	15.29
Electronics Technician, Maintenance III	16.13
Fabric Worker	12.06
Fire Alarm System Mechanic	15.83
Fire Extinguisher Repairer	11.28
Fuel Distribution System Mechanic	15.83
General Maintenance Worker	12.69
Heating, Refrigeration and Air Conditioning Mechanic	13.95
Heavy Equipment Mechanic	14.36
Heavy Equipment Operator	14.95
Instrument Mechanic	15.83
Laborer	8.69
Locksmith	13.62
Machinery Maintenance Mechanic	14.83
Machinist, Maintenance	13.59
Maintenance Trades Helper	10.88
Millwright	15.83
Office Appliance Repairer	13.62
Painter, Aircraft	13.62
Painter, Maintenance	12.88
Pipefitter, Maintenance	15.63
Plumber, Maintenance	14.81
Pneudraulic Systems Mechanic	15.83
Rigger	15.83
Scale Mechanic	12.83
Sheet-Metal Worker, Maintenance	13.59
Small Engine Mechanic	12.16
Telecommunication Mechanic I	16.22
Telecommunication Mechanic II	17.07
Telephone Lineman	16.22
Welder, Combination, Maintenance	13.59
Well Driller	15.51
Woodcraft Worker	15.83
Woodworker	10.73

**Miscellaneous Occupations**

Animal Caretaker	9.50
Carnival Equipment Operator	10.24
Carnival Equipment Repairer	10.97
Carnival Worker	8.04
Cashier	6.77
Desk Clerk	8.29
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.42
Recreation Specialist	11.50
Recycling Worker	12.19
Sales Clerk	8.76
School Crossing Guard (Crosswalk Attendant)	8.04
Sport Official	9.42
Survey Party Chief (Chief of Party)	11.22
Surveying Aide	7.42
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.20
Swimming Pool Operator	12.42
Vending Machine Attendant	10.24
Vending Machine Repairer	12.42
Vending Machine Repairer Helper	10.24

**Personal Needs Occupations**

Child Care Attendant	8.29
Child Care Center Clerk	11.25
Chore Aid	7.68
Homemaker	12.35

**Plant and System Operation Occupations**

Boiler Tender	14.74
Sewage Plant Operator	12.88
Stationary Engineer	14.74
Ventilation Equipment Tender	11.38
Water Treatment Plant Operator	12.88

**Protective Service Occupations**

Alarm Monitor	8.21
Corrections Officer	13.68
Court Security Officer	13.68
Detention Officer	13.68
Firefighter	12.08
Guard I	7.42
Guard II	8.31
Police Officer	15.56

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	12.83
Hatch Tender	12.83
Line Handler	12.83
Stevedore I	12.04
Stevedore II	13.62

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
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Archeological Technician II	13.77
Archeological Technician III	17.06
Cartographic Technician	23.28
Civil Engineering Technician	17.91
Computer Based Training (CBT) Specialist/ Instructor	16.97
Drafter I	8.05
Drafter II	12.23
Drafter III	13.59
Drafter IV	17.07
Engineering Technician I	9.82
Engineering Technician II	14.92
Engineering Technician III	16.58
Engineering Technician IV	20.86
Engineering Technician V	25.31
Engineering Technician VI	30.63
Environmental Technician	15.93
Flight Simulator/Instructor (Pilot)	19.76
Graphic Artist	14.26
Instructor	14.88
Laboratory Technician	15.14
Mathematical Technician	17.07
Paralegal/Legal Assistant I	9.38
Paralegal/Legal Assistant II	12.80
Paralegal/Legal Assistant III	15.64
Paralegal/Legal Assistant IV	18.93
Photooptics Technician	19.72
Technical Writer	17.93
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	15.14
Weather Observer, Senior (3)	17.07
Weather Observer, Upper Air (3)	15.14

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	12.06
Parking and Lot Attendant	10.07
Shuttle Bus Driver	11.28
Taxi Driver	10.10
Truckdriver, Heavy Truck	13.78
Truckdriver, Light Truck	10.22
Truckdriver, Medium Truck	12.51
Truckdriver, Tractor-Trailer	13.78

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**VACATION:** 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*****Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2235  
Revision No.: 22  
Date of Last Revision: 05/29/2002

States: Arkansas, Louisiana, Texas

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Sevier  
Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll, Jackson, Lincoln, Madison,  
Morehouse, Ouachita, Red River, Richland, Union, Webster, West Carroll  
Texas Counties of Bowie, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion, Morris, Panola, Red  
River, Rusk, Titus, Upshur

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	10.25
Accounting Clerk II	11.30
Accounting Clerk III	13.90
Accounting Clerk IV	15.41
Court Reporter	17.04
Dispatcher, Motor Vehicle	14.23
Document Preparation Clerk	9.39
Duplicating Machine Operator	9.39
Film/Tape Librarian	10.13
General Clerk I	8.46
General Clerk II	9.52
General Clerk III	10.88
General Clerk IV	12.09
Housing Referral Assistant	13.54
Key Entry Operator I	9.85
Key Entry Operator II	10.75
Messenger (Courier)	7.63
Order Clerk I	9.48
Order Clerk II	11.18
Personnel Assistant (Employment) I	11.35
Personnel Assistant (Employment) II	12.88
Personnel Assistant (Employment) III	13.97
Personnel Assistant (Employment) IV	15.66
Production Control Clerk	13.54
Rental Clerk	10.13
Scheduler, Maintenance	10.13
Secretary I	10.13
Secretary II	12.08
Secretary III	13.54
Secretary IV	15.02

Secretary V	16.67
Service Order Dispatcher	11.94
Stenographer I	13.10
Stenographer II	14.23
Supply Technician	14.52
Survey Worker (Interviewer)	12.63
Switchboard Operator-Receptionist	8.40
Test Examiner	12.08
Test Proctor	12.08
Travel Clerk I	8.56
Travel Clerk II	9.06
Travel Clerk III	9.51
Word Processor I	8.90
Word Processor II	10.99
Word Processor III	12.20

**Automatic Data Processing Occupations**

Computer Data Librarian	9.08
Computer Operator I	11.48
Computer Operator II	13.68
Computer Operator III	17.28
Computer Operator IV	18.47
Computer Operator V	20.16
Computer Programmer I (1)	15.06
Computer Programmer II (1)	17.45
Computer Programmer III (1)	23.25
Computer Programmer IV (1)	25.33
Computer Systems Analyst I (1)	23.68
Computer Systems Analyst II (1)	27.61
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.54

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	19.01
Automotive Glass Installer	16.26
Automotive Worker	16.26
Electrician, Automotive	18.06
Mobile Equipment Servicer	14.83
Motor Equipment Metal Mechanic	19.01
Motor Equipment Metal Worker	16.26
Motor Vehicle Mechanic	19.01
Motor Vehicle Mechanic Helper	13.88
Motor Vehicle Upholstery Worker	15.97
Motor Vehicle Wrecker	16.26
Painter, Automotive	18.06
Radiator Repair Specialist	16.26
Tire Repairer	14.33
Transmission Repair Specialist	19.01



**Food Preparation and Service Occupations**

Baker	8.62
Cook I	7.55
Cook II	8.62
Dishwasher	6.06
Food Service Worker	6.69
Meat Cutter	11.58
Waiter/Waitress	6.45

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	18.06
Furniture Handler	11.41
Furniture Refinisher	18.06
Furniture Refinisher Helper	13.88
Furniture Repairer, Minor	15.97
Upholsterer	18.06

**General Services and Support Occupations**

Cleaner, Vehicles	7.52
Elevator Operator	6.84
Gardener	10.82
House Keeping Aid I	6.37
House Keeping Aid II	7.58
Janitor	6.84
Laborer, Grounds Maintenance	8.23
Maid or Houseman	6.37
Pest Controller	11.81
Refuse Collector	7.05
Tractor Operator	10.05
Window Cleaner	7.38

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.02
Licensed Practical Nurse I	9.53
Licensed Practical Nurse II	10.71
Licensed Practical Nurse III	11.98
Medical Assistant	9.98
Medical Laboratory Technician	11.93
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	11.01
Registered Nurse I	13.86

Registered Nurse II	17.28
Registered Nurse II, Specialist	19.46
Registered Nurse III	20.53
Registered Nurse III, Anesthetist	20.53
Registered Nurse IV	24.59

**Information and Arts Occupations**

Audiovisual Librarian	16.52
Exhibits Specialist I	16.05
Exhibits Specialist II	20.65
Exhibits Specialist III	22.47
Illustrator I	16.05
Illustrator II	20.65
Illustrator III	22.47
Librarian	16.67
Library Technician	11.73
Photographer I	12.26
Photographer II	14.59
Photographer III	18.77
Photographer IV	20.43
Photographer V	24.61

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.75
Counter Attendant	6.75
Dry Cleaner	7.11
Finisher, Flatwork, Machine	6.75
Presser, Hand	6.75
Presser, Machine, Drycleaning	6.75
Presser, Machine, Shirts	6.75
Presser, Machine, Wearing Apparel, Laundry	6.75
Sewing Machine Operator	8.21
Tailor	8.67
Washer, Machine	7.07

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	18.06
Tool and Die Maker	22.69

**Material Handling and Packing Occupations**

Forklift Operator	13.22
Fuel Distribution System Operator	17.06
Material Coordinator	15.20
Material Expediter	15.20
Material Handling Laborer	11.80
Order Filler	10.14
Production Line Worker (Food Processing)	13.22
Shipping Packer	11.59
Shipping/Receiving Clerk	11.59

Stock Clerk (Shelf Stocker; Store Worker II)	11.26
Store Worker I	9.39
Tools and Parts Attendant	13.22
Warehouse Specialist	13.22

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	19.24
Aircraft Mechanic Helper	13.88
Aircraft Quality Control Inspector	19.97
Aircraft Servicer	15.97
Aircraft Worker	16.92
Appliance Mechanic	18.06
Bicycle Repairer	14.33
Cable Splicer	19.79
Carpenter, Maintenance	18.06
Carpet Layer	16.92
Electrician, Maintenance	19.01
Electronics Technician, Maintenance I	18.24
Electronics Technician, Maintenance II	21.67
Electronics Technician, Maintenance III	23.94
Fabric Worker	15.97
Fire Alarm System Mechanic	19.01
Fire Extinguisher Repairer	14.83
Fuel Distribution System Mechanic	19.01
General Maintenance Worker	16.26
Heating, Refrigeration and Air Conditioning Mechanic	19.01
Heavy Equipment Mechanic	19.01
Heavy Equipment Operator	19.01
Instrument Mechanic	19.01
Laborer	8.38
Locksmith	18.06
Machinery Maintenance Mechanic	19.01
Machinist, Maintenance	19.01
Maintenance Trades Helper	13.88
Millwright	19.01
Office Appliance Repairer	18.06
Painter, Aircraft	18.06
Painter, Maintenance	18.06
Pipefitter, Maintenance	19.01
Plumber, Maintenance	18.06
Pneudraulic Systems Mechanic	19.01
Rigger	19.01
Scale Mechanic	16.92
Sheet-Metal Worker, Maintenance	19.01
Small Engine Mechanic	16.92
Telecommunication Mechanic I	19.01
Telecommunication Mechanic II	19.97
Telephone Lineman	19.01
Welder, Combination, Maintenance	19.01

Well Driller	19.01
Woodcraft Worker	19.01
Woodworker	14.83
<b>Miscellaneous Occupations</b>	
Animal Caretaker	9.26
Carnival Equipment Operator	9.42
Carnival Equipment Repairer	10.16
Carnival Worker	6.90
Cashier	7.05
Desk Clerk	8.63
Embalmer	17.93
Lifeguard	9.42
Mortician	16.57
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.42
Recreation Specialist	11.98
Recycling Worker	9.23
Sales Clerk	9.37
School Crossing Guard (Crosswalk Attendant)	6.13
Sport Official	9.42
Survey Party Chief (Chief of Party)	17.37
Surveying Aide	11.32
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.52
Swimming Pool Operator	9.48
Vending Machine Attendant	8.83
Vending Machine Repairer	10.91
Vending Machine Repairer Helper	8.83
<b>Personal Needs Occupations</b>	
Child Care Attendant	8.63
Child Care Center Clerk	10.76
Chore Aid	6.39
Homemaker	12.49
<b>Plant and System Operation Occupations</b>	
Boiler Tender	20.91
Sewage Plant Operator	19.87
Stationary Engineer	23.24
Ventilation Equipment Tender	13.88
Water Treatment Plant Operator	18.06
<b>Protective Service Occupations</b>	
Alarm Monitor	8.80
Corrections Officer	11.87
Court Security Officer	12.33
Detention Officer	11.87
Firefighter	11.86
Guard I	7.44

Guard II	12.24
Police Officer	14.75

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	18.70
Hatch Tender	16.26
Line Handler	16.26
Stevedore I	15.33
Stevedore II	17.32

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	14.87
Archeological Technician II	16.72
Archeological Technician III	20.65
Cartographic Technician	21.59
Civil Engineering Technician	18.77
Computer Based Training (CBT) Specialist/ Instructor	25.00
Drafter I	11.90
Drafter II	13.49
Drafter III	16.05
Drafter IV	20.65
Engineering Technician I	10.92
Engineering Technician II	14.37
Engineering Technician III	17.69
Engineering Technician IV	21.21
Engineering Technician V	25.03
Engineering Technician VI	28.09
Environmental Technician	20.65
Flight Simulator/Instructor (Pilot)	27.61
Graphic Artist	18.90
Instructor	17.27
Laboratory Technician	15.03
Mathematical Technician	20.65
Paralegal/Legal Assistant I	12.66
Paralegal/Legal Assistant II	15.74
Paralegal/Legal Assistant III	19.22
Paralegal/Legal Assistant IV	23.25
Photooptics Technician	20.65
Technical Writer	22.85
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	15.03
Weather Observer, Senior (3)	16.05

Weather Observer, Upper Air (3)	15.03
<b>Transportation/ Mobile Equipment Operation Occupations</b>	
Bus Driver	14.20
Parking and Lot Attendant	7.48
Shuttle Bus Driver	11.73
Taxi Driver	9.69
Truckdriver, Heavy Truck	15.39
Truckdriver, Light Truck	10.66
Truckdriver, Medium Truck	15.11
Truckdriver, Tractor-Trailer	15.39

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

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**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

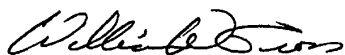
6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.



REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2495  
Revision No.: 22  
Date of Last Revision: 05/29/2002

States: Arkansas, Kentucky, Mississippi, Tennessee

Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett, St Francis  
Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall, McCracken  
Mississippi Counties of Benton, De Soto, Marshall, Tippah  
Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman,  
Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

**Administrative Support and Clerical Occupations**

Accounting Clerk I	9.84
Accounting Clerk II	11.10
Accounting Clerk III	13.41
Accounting Clerk IV	14.87
Court Reporter	14.00
Dispatcher, Motor Vehicle	11.36
Document Preparation Clerk	11.49
Duplicating Machine Operator	10.60
Film/Tape Librarian	11.01
General Clerk I	6.92
General Clerk II	7.74
General Clerk III	9.76
General Clerk IV	13.96
Housing Referral Assistant	14.57
Key Entry Operator I	10.15
Key Entry Operator II	10.60
Messenger (Courier)	7.96
Order Clerk I	10.33
Order Clerk II	12.16
Personnel Assistant (Employment) I	10.60
Personnel Assistant (Employment) II	13.38
Personnel Assistant (Employment) III	14.00
Personnel Assistant (Employment) IV	14.94
Production Control Clerk	10.95
Rental Clerk	12.66
Scheduler, Maintenance	12.66
Secretary I	11.95
Secretary II	13.48
Secretary III	15.81
Secretary IV	17.58

Secretary V	19.46
Service Order Dispatcher	11.21
Stenographer I	11.37
Stenographer II	13.38
Supply Technician	11.62
Survey Worker (Interviewer)	14.00
Switchboard Operator-Receptionist	10.52
Test Examiner	14.00
Test Proctor	14.00
Travel Clerk I	10.47
Travel Clerk II	11.13
Travel Clerk III	12.01
Word Processor I	10.60
Word Processor II	13.38
Word Processor III	14.00

**Automatic Data Processing Occupations**

Computer Data Librarian	9.38
Computer Operator I	10.92
Computer Operator II	13.04
Computer Operator III	15.12
Computer Operator IV	16.81
Computer Operator V	18.60
Computer Programmer I (1)	13.94
Computer Programmer II (1)	18.42
Computer Programmer III (1)	22.20
Computer Programmer IV (1)	26.84
Computer Systems Analyst I (1)	19.89
Computer Systems Analyst II (1)	25.00
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.92

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	15.38
Automotive Glass Installer	13.76
Automotive Worker	13.79
Electrician, Automotive	15.41
Mobile Equipment Servicer	12.08
Motor Equipment Metal Mechanic	15.41
Motor Equipment Metal Worker	13.79
Motor Vehicle Mechanic	15.41
Motor Vehicle Mechanic Helper	11.19
Motor Vehicle Upholstery Worker	13.79
Motor Vehicle Wrecker	13.79
Painter, Automotive	14.61
Radiator Repair Specialist	13.79
Tire Repairer	11.65
Transmission Repair Specialist	15.22

**Food Preparation and Service Occupations**

Baker	10.16
Cook I	8.65
Cook II	10.16
Dishwasher	6.80
Food Service Worker	7.20
Meat Cutter	11.87
Waiter/Waitress	6.56

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	15.48
Furniture Handler	10.26
Furniture Refinisher	15.48
Furniture Refinisher Helper	11.91
Furniture Repairer, Minor	13.71
Upholsterer	15.48

**General Services and Support Occupations**

Cleaner, Vehicles	8.56
Elevator Operator	7.43
Gardener	10.43
House Keeping Aid I	7.13
House Keeping Aid II	8.04
Janitor	8.56
Laborer, Grounds Maintenance	8.89
Maid or Houseman	7.56
Pest Controller	11.14
Refuse Collector	8.56
Tractor Operator	11.11
Window Cleaner	8.87

**Health Occupations**

Dental Assistant	12.37
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.57
Licensed Practical Nurse I	10.66
Licensed Practical Nurse II	11.95
Licensed Practical Nurse III	13.37
Medical Assistant	11.24
Medical Laboratory Technician	12.48
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	8.22
Nursing Assistant II	9.28
Nursing Assistant III	10.14
Nursing Assistant IV	11.37
Pharmacy Technician	12.48
Phlebotomist	11.95
Registered Nurse I	15.67

Registered Nurse II	19.08
Registered Nurse II, Specialist	19.08
Registered Nurse III	23.08
Registered Nurse III, Anesthetist	23.08
Registered Nurse IV	27.65

**Information and Arts Occupations**

Audiovisual Librarian	14.66
Exhibits Specialist I	16.04
Exhibits Specialist II	18.80
Exhibits Specialist III	22.99
Illustrator I	16.04
Illustrator II	18.80
Illustrator III	22.99
Librarian	18.76
Library Technician	10.80
Photographer I	13.61
Photographer II	16.55
Photographer III	19.17
Photographer IV	21.25
Photographer V	24.04

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.11
Counter Attendant	7.11
Dry Cleaner	8.60
Finisher, Flatwork, Machine	7.11
Presser, Hand	7.11
Presser, Machine, Drycleaning	7.11
Presser, Machine, Shirts	7.11
Presser, Machine, Wearing Apparel, Laundry	7.11
Sewing Machine Operator	9.26
Tailor	11.39
Washer, Machine	7.98

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	15.48
Tool and Die Maker	18.95

**Material Handling and Packing Occupations**

Forklift Operator	13.10
Fuel Distribution System Operator	12.89
Material Coordinator	15.67
Material Expediter	15.67
Material Handling Laborer	10.01
Order Filler	9.58
Production Line Worker (Food Processing)	11.78
Shipping Packer	10.48
Shipping/Receiving Clerk	10.24

Stock Clerk (Shelf Stocker; Store Worker II)	11.42
Store Worker I	8.62
Tools and Parts Attendant	13.35
Warehouse Specialist	13.35

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	18.29
Aircraft Mechanic Helper	11.91
Aircraft Quality Control Inspector	17.18
Aircraft Servicer	13.71
Aircraft Worker	14.60
Appliance Mechanic	15.48
Bicycle Repairer	11.39
Cable Splicer	16.36
Carpenter, Maintenance	15.48
Carpet Layer	14.60
Electrician, Maintenance	18.01
Electronics Technician, Maintenance I	17.16
Electronics Technician, Maintenance II	22.01
Electronics Technician, Maintenance III	23.80
Fabric Worker	13.33
Fire Alarm System Mechanic	16.36
Fire Extinguisher Repairer	12.89
Fuel Distribution System Mechanic	16.36
General Maintenance Worker	14.16
Heating, Refrigeration and Air Conditioning Mechanic	16.61
Heavy Equipment Mechanic	16.36
Heavy Equipment Operator	16.36
Instrument Mechanic	16.36
Laborer	9.71
Locksmith	15.48
Machinery Maintenance Mechanic	19.16
Machinist, Maintenance	18.35
Maintenance Trades Helper	11.78
Millwright	16.58
Office Appliance Repairer	15.48
Painter, Aircraft	15.48
Painter, Maintenance	15.48
Pipefitter, Maintenance	17.61
Plumber, Maintenance	16.87
Pneudraulic Systems Mechanic	16.36
Rigger	16.36
Scale Mechanic	14.60
Sheet-Metal Worker, Maintenance	16.36
Small Engine Mechanic	14.60
Telecommunication Mechanic I	17.24
Telecommunication Mechanic II	18.17
Telephone Lineman	17.24
Welder, Combination, Maintenance	16.36

Well Driller	16.36
Woodcraft Worker	16.36
Woodworker	13.76

**Miscellaneous Occupations**

Animal Caretaker	8.52
Carnival Equipment Operator	9.67
Carnival Equipment Repairer	10.43
Carnival Worker	7.43
Cashier	7.61
Desk Clerk	8.74
Embalmer	17.93
Lifeguard	9.42
Mortician	16.57
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.29
Recreation Specialist	8.40
Recycling Worker	9.68
Sales Clerk	10.29
School Crossing Guard (Crosswalk Attendant)	7.39
Sport Official	9.42
Survey Party Chief (Chief of Party)	16.18
Surveying Aide	10.60
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.52
Swimming Pool Operator	9.22
Vending Machine Attendant	9.56
Vending Machine Repairer	11.89
Vending Machine Repairer Helper	9.56

**Personal Needs Occupations**

Child Care Attendant	9.64
Child Care Center Clerk	11.02
Chore Aid	6.91
Homemaker	15.70

**Plant and System Operation Occupations**

Boiler Tender	16.71
Sewage Plant Operator	15.81
Stationary Engineer	16.71
Ventilation Equipment Tender	11.91
Water Treatment Plant Operator	15.70

**Protective Service Occupations**

Alarm Monitor	7.34
Corrections Officer	13.36
Court Security Officer	14.67
Detention Officer	13.92
Firefighter	13.87
Guard I	7.17

Guard II	8.44
Police Officer	16.79

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	14.28
Hatch Tender	14.28
Line Handler	14.28
Stevedore I	13.41
Stevedore II	15.14

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	13.56
Archeological Technician II	15.17
Archeological Technician III	18.79
Cartographic Technician	20.56
Civil Engineering Technician	18.20
Computer Based Training (CBT) Specialist/ Instructor	20.53
Drafter I	11.94
Drafter II	13.34
Drafter III	16.04
Drafter IV	18.80
Engineering Technician I	14.71
Engineering Technician II	16.24
Engineering Technician III	19.76
Engineering Technician IV	22.89
Engineering Technician V	25.36
Engineering Technician VI	28.69
Environmental Technician	18.20
Flight Simulator/Instructor (Pilot)	25.00
Graphic Artist	18.91
Instructor	19.73
Laboratory Technician	13.98
Mathematical Technician	18.80
Paralegal/Legal Assistant I	14.28
Paralegal/Legal Assistant II	18.63
Paralegal/Legal Assistant III	22.72
Paralegal/Legal Assistant IV	27.57
Photooptics Technician	19.17
Technical Writer	19.24
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	12.74
Weather Observer, Senior (3)	16.22

Weather Observer, Upper Air (3)	12.74
<b>Transportation/ Mobile Equipment Operation Occupations</b>	
Bus Driver	13.04
Parking and Lot Attendant	7.61
Shuttle Bus Driver	12.02
Taxi Driver	8.20
Truckdriver, Heavy Truck	12.65
Truckdriver, Light Truck	11.21
Truckdriver, Medium Truck	11.62
Truckdriver, Tractor-Trailer	13.82

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,



explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.